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ABSTRACT

This staff report presents data on tenured and non-tenured female faculty employment in Kentucky's university system and an analysis of employment patterns of the state-supported institutions of higher learning. Among the findings are the following: (1) the addition of 306 women teachers to the tenure system lifted both the number and percentage of female faculty to a 16-year high; (2) six of the nine state universities (counting the community college system as one university) employed more tenure-system women in 1990 than in 1987; (3) Kentucky State University lost more tenure-system women than any other state university; and (4) Kentucky's universities included about 3.9 percent black females in their tenure system in 1990, which was more than in any other year. However, black women held proportionally fewer tenure-system positions than in all but two of the last 16 years. In addition, the report shows that 4 out of 10 faculty on track for tenure consideration were female. Kentucky's colleges and universities also employed more black and Asian/Pacific women in tenure-track positions, but failed to reach new highs. The employment statistics suggest that Kentucky's colleges and universities are willing to act on their responsibility to raise the percentage of tenure-system women to levels more comparable to the percentage of tenure-system men. (GLR)

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Employment of Women Holding Tenure-System Teaching Positions At Kentucky's Universities and Community Colleges Hits Record High 1990

Community Colleges Make Largest Gain; Black Women In Tenure System Climb To 16-Year High

Staff Report 92-2
Kentucky Commission on Human Rights
832 Capital Plaza Tower
Frankfort, Kentucky 40601

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HIGHLIGHTS

1. The addition of 306 women teachers to the tenure systems of Kentucky's eight state-run universities and Community Colleges between 1987 and 1990 lifted both the number and percentage of female faculty to 16-year highs in 1990.*

2. A total of 1,704 women made up 30.9 percent of the tenure-system faculty in 1990, up from 27.7 percent in 1987 and 29.5 percent in 1989.

3. Seventy-nine women were added to the faculty with tenure during the three-year period. Both the number and percentage of women with tenure in 1990--940 and 25.5 percent--were 16-year highs.

4. Two-hundred and twenty-seven women were added to the faculty which was non-tenured but on-track for tenure consideration during the three-year period. Also reaching 16-year highs were the 764 women holding 42.1 percent of the 1990 on-track faculty positions.

5. Six of the nine state universities (counting the Community Colleges as one university) employed more tenure-system women in 1990 than in 1987.

6. The Community Colleges increased the number of tenure-system women by almost as many as did all of the state's eight four-year universities combined. Their commonwealth-leading increases were followed by the University of Kentucky and Western Kentucky University.

7. Kentucky State University lost more tenure-system women than did any other state university. Murray and Eastern also lost female faculty during the three-year period.

8. Kentucky's universities employed seven more black women in their tenure systems in 1990 than in 1987. A total of 67 black women were in the tenure system in 1990. Although that was more than in any other year, at 3.9 percent of all female faculty, black women held proportionally fewer tenure-system positions in 1990 than in all but two of the last 16 years.

9. More women and a higher percentage of women were among the faculty which was hired during the 1990 new-hire reporting period than in any of the prior 16 years. Two-hundred and forty women were 46.0 percent of the faculty hired at Kentucky's universities and community colleges from July through September, 1990. The Community Colleges and Murray had a higher percentage of women among their new-hired faculty than did any other university during the period.

10. The three-year additions of 306 tenure-system women, 79 tenured women, and 227 on-track women were more than in any prior reporting period.

* "Tenure system" refers both to faculty who hold tenure, and to those who are eligible--or "on-track"--for tenure consideration.

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PREFACE

This staff report was prepared from copies of the Equal Opportunity Commission survey form "Higher Education Staff Information (EEO-6 supplied by the state universities and the Council on Higher Education for 1975, 1977, 1979, 1981, 1983, 1985, 1987, 1989, and 1990. Equal Employment Opportunity regulations instruct the universities to report staff as of the "payroll period closest to October 1 of the survey year."

All numbers in the report refer to the number of teachers holding tenure-track positions in Kentucky, unless specifically noted as being outside the tenure-track system. The tenure system is comprised of two different types of positions: faculty who have achieved tenure, and those who are on-track for tenure consideration, but who are not yet tenured.

It should also be noted that some university employees classified as executives and administrators hold tenure and may teach classes. However, because their primary job responsibilities are administrative, they are not included in the tenure-track statistics for faculty on the EEO-6 forms, and are therefore not included in the tenure-track numbers in this report.

This is the eighth report on tenured and non-tenured but on track for tenure female faculty employment in the state university system, and the 15th report in a series analyzing employment patterns of the state-supported institutions of higher learning.

The Commission staff expresses its appreciation to the Council on Higher Education and the university presidents for providing the data used in this report.

The proportion of women teaching in the tenure system of Kentucky's colleges and universities reached a 16-year high in 1990.*

Women made up 30.9 percent of the tenure-system faculty in 1990, up from 27.7 percent in 1987 and 29.5 percent in 1989.

Sixteen-year highs were also reached in the proportion of tenured women, at 25.5 percent, and in the proportion of women who were on-track for tenure consideration at 42.1 percent.

Kentucky's eight state-run universities and the University of Kentucky Community Colleges added 306 women to their tenure system faculties between 1987 and 1990, a gain of 21.9 percent.

The increase was concentrated in female faculty who were on-track for tenure consideration.

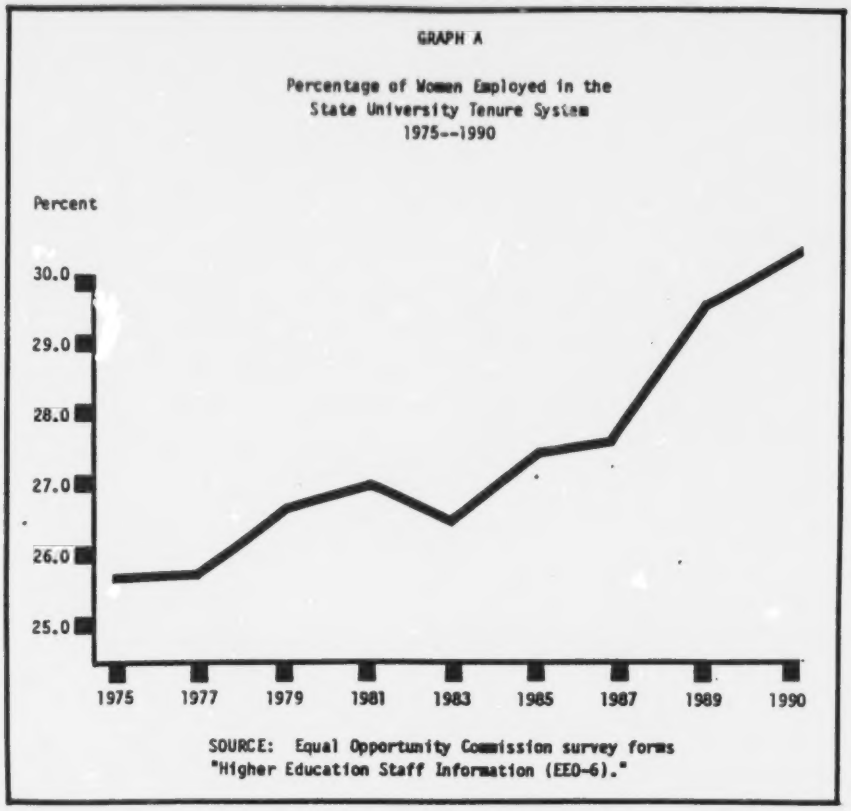
Two-hundred, twenty-seven women were added to the on-track faculty compared to 79 women who were granted tenure, a ratio of almost three to one.

The 79 women added to tenured positions were an increase of 9.2 percent from 1987 to 1990. The tenured female faculty of 25.5 percent in 1990 was up from 23.7 percent in 1987 and 24.5 percent in 1989.

The addition of 227 women to on-track faculty positions were an increase of 42.1 percent during the three-year period. The on-track female faculty of 42.1 percent in 1990 was up from 37.8 percent in 1987 and 40.5 percent in 1989.

The three-year additions of 306 tenure-system women, 79 tenured women, and 227 on-track women were more than in any prior reporting period.

* "Tenure system" refers to two job categories: tenured faculty, and faculty which is not yet tenured but is "on-track" for tenure consideration.



Community Colleges Lead State in Increasing Employment of Women in Tenure-System Faculty

The University of Kentucky Community Colleges came close to adding more women to their tenure systems than all of Kentucky's universities combined during the three-year period. They employed 152 more female faculty in tenure-system positions in 1990 than in 1987, an increase of 40.4 percent. Women held 54.0 percent of the Community College's tenure-system positions in 1990, far more than in any of the state's eight universities.

Western Kentucky University made the state's largest percentage increase in the employment of tenure-system women. It had 45.7 percent more tenure-system women in 1990 than in 1987, which left women holding 29.0 percent of Western's tenure-system positions.

Table A

Number and Percent of Female Tenure System Faculty
at State-Supported Universities 1975-1990

	1975			1977			1979			1981			1983			1985			1987			1989			1990		
	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.
UK	247	1416	17.4	274	1488	18.4	274	1492	18.4	293	1511	19.4	269	1504	17.9	281	1485	18.9	284	1485	19.1	313	1518	20.6	335	1545	21.7
UKCC	214	447	47.9	268	546	49.1	287	566	50.7	331	602	55.0	342	637	53.7	364	682	53.4	376	719	52.3	470	880	53.4	528	978	54.0
UL	139	720	19.3	142	792	17.9	162	821	19.7	143	816	17.5	139	822	16.9	166	858	19.3	172	872	19.7	203	920	22.1	213	927	23.0
EKU	162	519	31.2	145	520	27.9	182	577	31.5	206	596	34.6	212	588	36.1	227	601	37.8	210	569	36.9	206	544	37.9	208	550	37.8
MORE	91	339	26.8	99	336	29.5	107	336	31.8	83	287	28.9	62	253	24.5	65	259	25.1	70	256	27.3	81	282	28.7	83	286	29.0
MURR	84	339	24.8	111	405	27.4	108	405	26.7	88	380	23.2	98	386	25.4	68	332	20.5	70	329	21.2	62	308	20.1	67	316	21.2
NKU	41	150	27.3	46	191	24.1	56	204	27.5	68	229	29.7	70	228	30.7	82	256	32.0	76	250	30.4	81	262	30.9	92	277	33.2
WKU	152	538	28.3	153	557	27.5	122	492	24.8	117	526	22.2	115	515	22.3	105	494	21.3	105	475	22.1	124	496	25.0	153	527	29.0
KSU	54	146	37.0	46	146	31.5	42	131	32.1*	34	103	33.0	29	91	31.9	33	96	34.4	35	97	36.1	26	105	24.8	25	100	25.0
TOTAL	1184	4614	25.7	1284	4981	25.8	1340	5024	26.7	1363	5050	27.0	1336	5024	26.6	1391	5063	27.5	1398	5052	27.7	1566	5315	29.5	1704	5506	30.9

Source: EEO-6 Survey, "Higher Education Staff Information" (1975, 1977, 1979, 1983, 1985, 1987, 1989, 1990).

*The faculty tenure program at Kentucky State University was suspended during the 1979 reporting period and all non-tenured on tenure-track faculty were classified as "other" faculty on Kentucky State's EEO-6 Form in 1979. The "other" faculty numbers have been included as part of Kentucky State's 1979 tenure system faculty.

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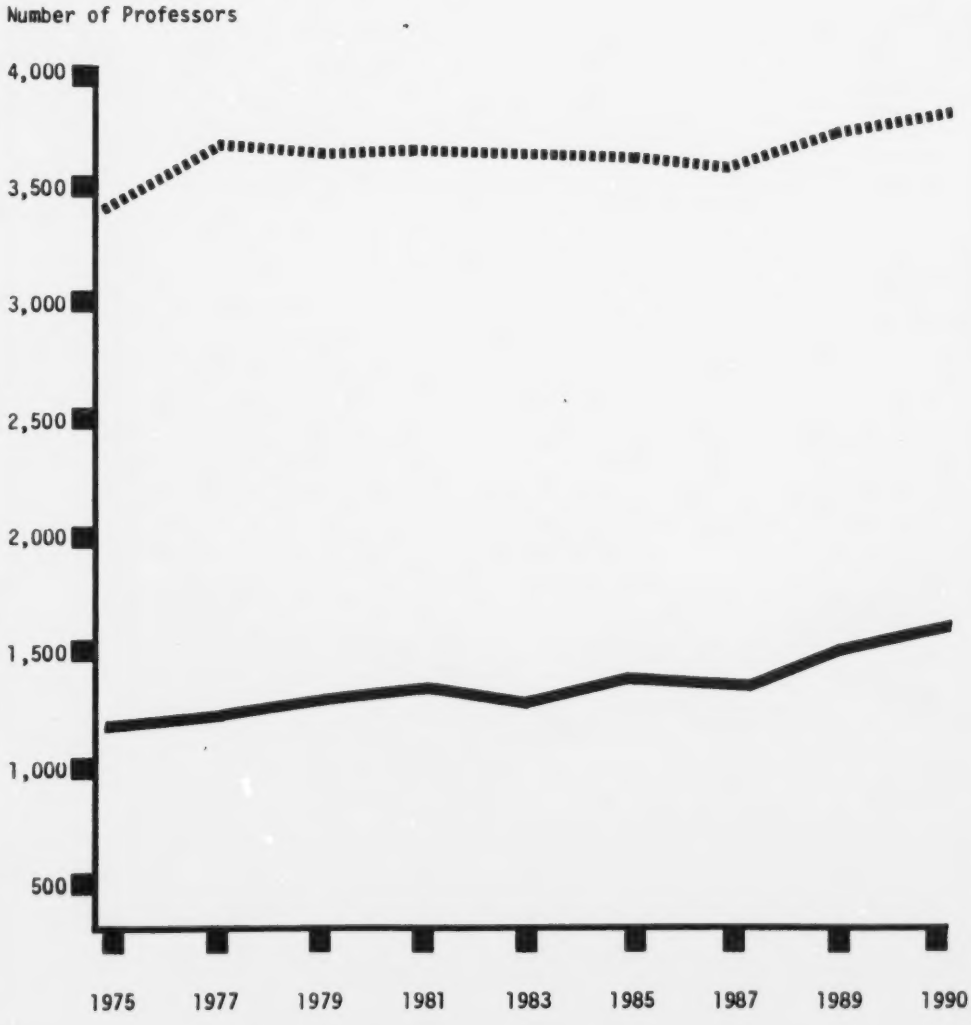
GRAPH B

Number of Men and Women Employed in the
State University Tenure System
1975--1990



SOURCE: Equal Opportunity Commission survey forms
"Higher Education Staff Information (EEO-6)."

The Community Colleges also added more women to tenured and tenure-track positions during the period than did any other institution. The 39 women added to tenured positions by the Community Colleges were more than three times the number added by any other university during the period. The addition of 113 women to on-track positions--a 65.7 percent increase--was also far larger than that made by any other institution.

Three universities employed fewer women teachers in their tenure systems in 1990 than in 1987. The largest decrease occurred at Kentucky State University, where the loss of 10 women teachers left 25 women holding 25.0 percent of all tenure-system positions, down from 36.1 percent in 1987. Murray State University lost three women, and at Eastern Kentucky University, two fewer women were among the tenure-system faculty in 1990 than in 1987.

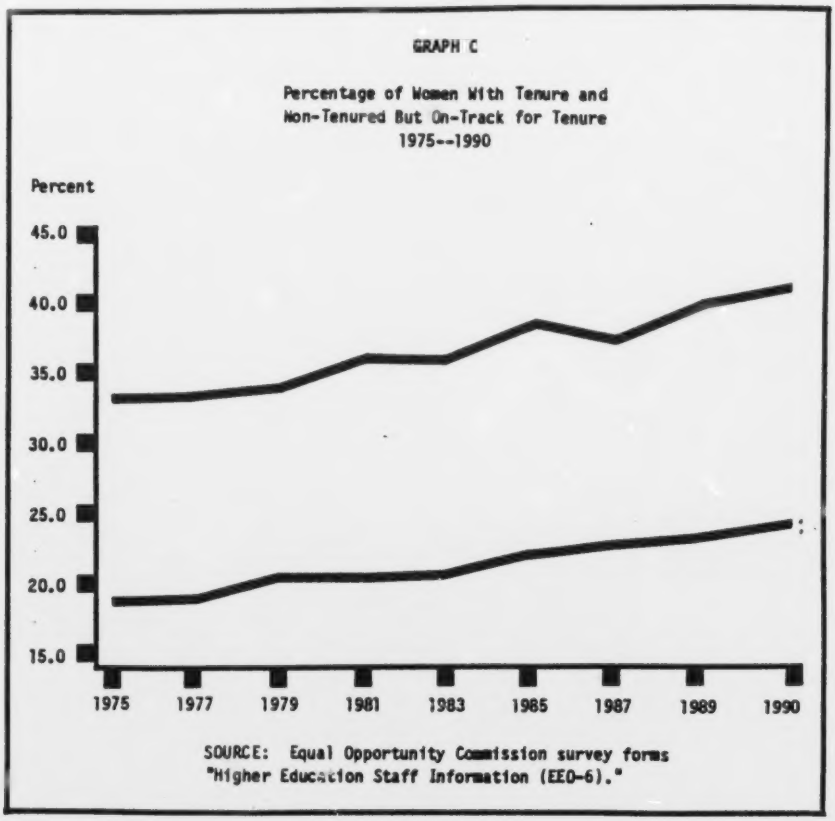


Table B

Number and Percent of Female Tenured Faculty
at State-Supported Universities 1975-1990

	1975			1977			1979			1981			1983			1985			1987			1989			1990		
	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.
UK	102	906	11.3	117	952	12.3	118	952	12.4	140	997	14.0	148	1035	14.3	159	1069	14.9	176	1111	15.8	179	1085	16.5	187	1086	17.2
UKCC	79	189	41.8	107	236	45.3	121	268	45.1	144	301	47.8	161	335	48.1	180	364	49.5	204	405	50.4	228	441	51.7	243	457	53.2
UL	59	327	18.0	80	484	16.5	77	485	15.9	70	504	13.9	74	570	13.0	84	604	13.9	96	631	15.2	101	667	15.1	108	671	16.1
EKU	70	315	22.2	74	344	21.5	116	397	29.2	130	426	30.5	141	437	32.3	143	439	32.6	145	436	33.3	146	425	34.4	152	428	35.5
MORE	44	172	25.6	48	182	26.4	51	196	26.0	43	189	22.8	43	183	23.5	47	199	23.6	49	196	25.0	56	211	26.5	55	206	26.7
MURR	40	182	22.0	31	166	18.7	33	179	18.4	31	206	15.0	32	217	14.7	33	224	14.7	38	223	17.0	37	214	17.3	35	214	16.4
NKU	16	54	29.6	20	93	21.5	23	98	23.5	27	125	21.6	29	130	22.3	43	183	23.5	53	193	27.5	55	197	27.9	59	200	29.5
WKU	48	294	16.3	54	280	19.3	69	317	21.8	74	379	19.5	81	391	20.7	84	397	21.2	82	383	21.4	82	373	22.0	85	371	22.9
KSU	17	49	34.7	19	51	37.3	17	42	40.5	19	51	37.3	18	51	35.3	20	53	37.7	18	52	34.6	14	53	26.4	16	59	27.1
TOTAL	475	2488	19.1	550	2788	19.7	625	2934	21.3	678	3178	21.3	727	3349	21.7	793	3532	22.5	861	3630	23.7	898	3666	24.5	940	3692	25.5

Source: EEO-6 Survey, "Higher Education Staff Information" (1975, 1977, 1979, 1981, 1983, 1985, 1987, 1989, 1990).

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Table C

Number and Percent of Female Non-Tenure on Tenure-Track Faculty
at State-Supported Universities 1975-1990

	1975			1977			1979			1981			1983			1985			1987			1989			1990		
	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.
UK	145	510	28.4	157	536	29.3	156	540	28.9	153	514	29.8	121	469	25.8	122	416	29.3	108	374	28.9	134	433	30.9	148	459	32.2
UKCC	135	258	52.3	161	310	51.9	166	298	55.7	187	301	62.1	181	302	59.9	184	318	57.9	172	314	54.8	242	439	55.1	285	521	54.7
UL	80	393	20.4	62	308	20.1	85	336	25.3	73	312	23.4	65	252	25.8	82	254	32.3	76	241	31.5	102	253	40.3	105	256	41.0
EKU	92	204	45.1	71	176	40.3	66	160	36.7	76	170	44.7	71	151	47.0	84	162	51.9	65	133	48.9	60	119	50.4	56	122	45.9
MORE	47	167	28.1	51	154	33.1	56	140	40.0	40	98	40.8	19	70	27.1	18	60	30.0	21	60	35.0	25	71	35.2	28	80	35.0
MURR	44	157	28.0	80	239	33.5	75	226	33.2	57	174	32.8	66	169	39.1	35	108	32.4	32	106	30.2	25	94	26.6	32	102	31.4
NKU	25	96	26.0	26	98	26.5	33	106	31.1	41	104	39.4	41	98	41.8	39	73	53.4	23	57	40.4	26	65	40.0	33	77	42.9
WKU	104	244	42.6	99	277	35.7	53	175	30.3	43	147	29.3	34	124	27.4	21	97	21.7	23	92	25.0	42	123	34.1	68	156	43.6
KSU	37	97	38.1	27	95	28.4	25	89	28.1*	15	52	28.8	11	40	27.5	13	43	30.2	17	45	37.8	12	52	23.1	9	41	21.9
TOTAL	709	2126	33.3	734	2193	33.5	715	2090	34.2	685	1872	36.6	609	1675	36.4	598	1531	39.1	537	1422	37.8	668	1649	40.5	764	1814	42.1

Source: EEO-6 Survey, "Higher Education Staff Information" (1975, 1977, 1979, 1981, 1983, 1985, 1987, 1989, 1990).

*The faculty tenure program at Kentucky State University was suspended during the 1979 reporting period and all non-tenured on tenure-track faculty were classified as "other" faculty on Kentucky State's EEO-6 Form in 1979. The "other" faculty numbers have been included as part of Kentucky State's 1979 tenure system faculty.

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Kentucky's universities added seven black women to their tenure-system faculties during the three-year period. The gain was concentrated between 1989 and 1990, with the addition of 18 black women to the tenure system--a 36.7 percent increase. That helped overcome the loss of 11 black tenure-system women between 1987 and 1989. However, black women remained only 1.2 percent of the statewide tenure-system faculty in 1990.

The University of Kentucky Community Colleges, which added seven black women, and the University of Kentucky, which had six more black women, led the state in employing more African-American women in tenure-system positions. Kentucky State and Eastern lost the highest number of black female faculty between 1987 and 1990.

The Community Colleges also led all of the universities in adding women to their faculty during the new-hire reporting period which runs from July 1st through September 30th of each year. They added 96 women--58.9 percent of all new hires--to their faculty during 1990. This was more than half as many new-hire women added by the Community Colleges during 1987.

Universities Do Not Increase Percentage of Black Women Holding Tenure-System Positions During Last 16 Years

For the 16-year period beginning in 1975, Kentucky's universities added 520 women to their tenure systems. The 43.9 percent increase lifted the proportion of women in the tenure system from 25.7 to 30.9 percent of all faculty. The percentage of women with tenure increased even more dramatically: by 465 or 97.9 percent. Women held 19.1 percent of all tenured positions in 1975 and 25.5 percent

TABLE D

Number and Percentage of Female Tenured and Non-Tenured But On-Track Faculty by Race/Ethnicity, 1975-1990

	Am. In./ Nat. Alk. Female	Asian/ Pac. Is. Female	Hisp. Female	Black Female	White Female	Total Female	Total Faculty
1975	1	12	2	57	1,112	1,184	4,614
% of total	0.02	0.3	0.04	1.2	24.1	25.7	
% of female	0.1	1.0	0.2	4.9	93.9	100.0	
1977	1	19	4	55	1,205	1,284	4,981
% of total	0.02	0.4	0.08	1.1	24.2	25.8	
% of female	0.07	1.5	0.3	4.3	93.8	100.0	
1979	0	17	2	64	1,256	1,340	5,024
% of total	0.0	0.3	0.03	1.3	25.0	26.7	
% of female	0.0	1.3	0.1	4.8	93.7	100.0	
1981	0	16	1	64	1,282	1,363	5,050
% of total	0.0	0.3	0.01	1.3	25.4	27.0	
% of female	0.0	1.2	0.07	4.7	94.1	100.0	
1983	0	16	0	56	1,264	1,336	5,024
% of total	0.0	0.3	0.0	1.1	25.2	26.6	
% of female	0.0	1.2	0.0	4.2	94.6	100.0	
1985	0	17	0	53	1,321	1,391	5,063
% of total	0.0	0.3	0.0	1.0	26.1	27.5	
% of female	0.0	1.2	0.0	3.8	95.0	100.0	
1987	0	19	5	60	1,312	1,398	5,052
% of total	0.0	0.4	0.1	1.2	26.0	27.6	
% of female	0.0	1.4	0.4	4.3	94.1	100.0	
1989	0	26	5	49	1,486	1,566	5,315
% of total	0.0	0.5	0.1	0.9	28.0	29.5	
% of female	0.0	1.7	0.3	3.1	94.9	100.0	
1990	0	29	5	67	1,603	1,704	5,506
% of total	0.0	0.5	0.1	1.2	29.1	30.9	
% of female	0.0	1.7	0.3	3.9	94.1	100.0	

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Table E

Number and Percent of Females Among
Total Faculty New Hires 1977-1990

	1977			1979			1981			1983			1985			1987			1989			1990		
	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.	Fem.	Totl	%Fem.
UK	37	124	29.8	30	114	26.3	29	96	30.2	18	101	17.8	31	107	29.0	18	74	24.3	37	105	35.2	34	104	32.7
UKCC	42	78	53.8	44	69	63.8	39	54	72.2	51	92	55.4	44	74	59.5	63	105	60.0	56	118	47.5	96	163	58.9
UL	14	71	19.7	25	81	30.9	22	67	32.8	22	52	42.3	16	70	22.9	30	78	38.5	35	79	44.3	34	78	43.6
EKU	34	55	61.8	30	79	38.0	22	48	45.8	35	63	55.6	25	43	58.1	14	31	45.2	33	56	58.9	26	55	47.3
MORE	3	5	60.0	28	50	56.0	16	31	51.6	9	23	39.1	6	21	28.6	8	21	38.1	4	16	25.0	5	14	35.7
MURR	17	62	27.4	22	53	41.5	18	40	45.0	17	41	41.5	12	44	27.3	11	28	39.3	12	28	42.9	16	33	48.5
NKU	3	15	20.0	25	56	44.6	9	17	52.9	14	29	48.3	4	13	30.8	8	27	29.6	8	21	38.1	16	37	43.2
WKU	28	62	45.2	18	44	40.9	7	24	29.2	5	31	16.1	6	26	23.1	8	33	24.2	25	45	55.6	10	31	32.3
KSU	3	17	17.6	2	14	14.3	2	5	40.0	4	13	30.8	5	11	45.5	8	14	57.1	5	14	35.7	3	7	42.9
TOTAL	181	489	37.0	224	560	40.0	164	382	42.9	175	445	39.3	145	403	36.0	168	411	40.9	215	482	44.6	240	522	46.0

Source: EEO-6 Survey, "Higher Education Staff Information" (1977, 1979, 1981, 1983, 1985, 1987, 1989, 1990).

The new-hire reporting period for each year is July 1 through September 30. New hires included tenured, non-tenured on tenure-track, and non-tenured/other faculty.

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in 1990. Women on-track for tenure consideration rose by 55 or 7.8 percent during the 16-year period, from 33.3 to 42.1 percent of all on-track faculty.

The universities did not make proportionate progress in increasing the employment of black females. Only 10 more black women taught in the university's tenure systems in 1990 than in 1975, an increase of 14.9 percent. However, the proportion of black women in the tenure-system faculty was unchanged at 1.2 percent in both 1975 and in 1990.

Twenty black women were tenured in both 1975 and 1990. Excluding Kentucky State's employment of 15 tenured black women in 1975 and two in 1990, the remaining institutions increased the employment of black women with tenure from five to 18, a 38.5 percent increase during the 16-year period.

Ten more black women were on-track for tenure consideration in 1990 than in 1975: 47 compared with 37, an increase of 27.0 percent.

The addition of 17 Asian/Pacific Island women to the tenure system was a 141.7 percent increase. Three more Hispanic women and one fewer woman with an American Indian/Native Alaskan ancestry taught in the tenure systems in 1990 than in 1975.

What follows is a detailed analysis of the employment of female faculty by the individual universities.

UNIVERSITY OF KENTUCKY: Increase of Women in Tenure System Lifts UK Above State's Worst Female Faculty Employment Level

The addition of 51 women to its tenure system between 1987 and 1990 enabled the University of Kentucky to move from employing the lowest to employing the state's second-lowest level of tenure-system female faculty.

A total of 335 women were 21.7 percent of UK's faculty which was either tenured or non-tenured but on-track for tenure consideration during 1990. This was an 18.0 percent increase from 1987, when 284 women were 19.1 percent of all tenure-system faculty. Both the number and percentage of women employed in the UK tenure system rose in each of the last four years for which data were reported.

The increase was achieved via a small rise in the number of tenured women and a much larger gain in the number of women on-track for tenure consideration.

Only 11 more female professors had tenure at UK in 1990 than in 1987: 187 compared to 176, an increase of 6.2 percent. They were 17.2 percent of all 1990 tenured faculty. That was up from 15.8 percent in 1987 and the most women who have ever held tenure at UK. Three women were granted tenure between 1987 and 1989; eight more had tenure in 1990 than in 1989.

UK added 40 women to its staff of on-track faculty during the three-year period. The 37.0 percent increase raised to 32.2 percent the proportion of women holding tenure-track faculty positions in 1990, the highest in UK history. In 1987, women made up 28.9 percent of all on-track faculty.

Although UK almost doubled the number of black women teaching in its tenure system to 13 between 1987 and 1990, all of the increase

TABLE F

UNIVERSITY OF KENTUCKY

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	2	1	99	102	804	906
% of total	0.2	0.1	10.9	11.3	88.7	
1977	4	0	113	117	839	956
% of total	0.4	0.0	11.8	12.2	87.8	
1979	3	0	115	118	834	952
% of total	0.3	0.0	12.1	12.4	87.6	
1981	3	2	135	140	857	997
% of total	0.3	0.2	13.5	14.0	86.0	
1983	3	2	143	148	887	1035
% of total	0.3	0.2	13.6	14.3	85.7	
1985	3	4	152	159	910	1069
% of total	0.3	0.4	14.2	14.9	85.1	
1987	3	3	170	176	935	1111
% of total	0.3	0.3	15.3	15.8	84.2	
1989	3	2	174	179	906	1085
% of total	0.3	0.2	16.0	16.5	83.5	
1990	3	3	181	187	899	1086
% of total	0.3	0.3	16.7	17.2	82.8	
Non-Tenured, but on Tenure Track						
1975	1	2	142	145	365	510
% of total	0.2	0.4	27.8	28.4	71.6	
1977	4	2	151	157	379	536
% of total	0.7	0.4	28.2	29.3	70.7	
1979	1	7	148	156	384	540
% of total	0.2	1.3	27.4	28.9	71.1	
1981	2	6	145	153	361	514
% of total	0.4	1.2	28.2	29.8	70.2	
1983	1	3	117	121	348	469
% of total	0.2	0.6	24.9	25.8	74.2	
1985	2	4	116	122	294	416
% of total	0.5	1.0	27.9	29.3	70.7	
1987	3	4	101	108	266	374
% of total	0.8	1.1	27.0	28.9	71.1	
1989	4	6	124	134	299	433
% of total	0.9	1.4	28.6	30.9	69.1	
1990	5	10	133	148	311	459
% of total	1.1	2.2	29.0	32.2	67.8	
Other						
1990	3	0	20	23	38	61
% of total	4.9	0.0	32.8	37.7	62.3	
New Hires	0	5	29	34	70	104
% of total	0.0	4.8	27.9	32.7	67.3	

occurred in the addition of black women to on-track positions. Despite being only 0.8 percent of UK's entire tenure-system faculty, more black women were employed by the university during 1990 than in any of the prior 16 years.

Three black women were tenured during both 1987 and 1990. During 1990, they comprised just 0.3 percent of the tenured faculty. Ten black women were on-track for tenure consideration in 1990, six more than in 1987. That raised black women to 2.2 percent of all on-track faculty, up from 1.1 percent in 1987.

The university also employed three women from other minority races on its tenured staff who were again 0.3 percent of all tenured faculty. Both figures were unchanged from 1987. Positions that were on-track for tenure consideration in 1990 were held by five women from non-black minorities. That was one more than in 1987 and 1.1 percent of the on-track staff.

Thirty-four women were 32.7 percent of the teachers that were added to all levels of the university's faculty during the new-hire reporting period during the summer of 1990. Five black women were 4.8 percent of the newly-hired faculty.

Since 1975, UK has had a net gain of 88 women in its tenure-system faculty. Although that was a gain of 35.6 percent, as a proportion of total tenure-system faculty, women rose only from 17.4 percent in 1975 to 21.7 percent in 1990.

However, the addition of 85 tenured women was an 83.3 percent increase during the 16-year period. It raised to 17.2 from 11.3 the percentage of tenured women. One-hundred forty-three women were on-track for tenure consideration in 1990, three more than 1975. The percentage of women among the on-track faculty rose to 32.2 from 28.4 percent during the 16-year period.

COMMUNITY COLLEGES: Tenure-System Women Increase by 40 Percent

The Community College system operated by the University of Kentucky added 152 women to its tenure-system faculty between 1987 and 1990, an increase of 40.4 percent. That almost equalled the 154 tenure-system women which all of the state's universities added during the three-year period.

The increase left women holding 54.0 percent of the Community College's tenure-system positions, up from 52.3 percent in 1987 and 53.4 percent in 1989.

Women comprised 53.2 percent of the Community College's tenured faculty in 1990, up from 50.4 percent in 1987 and 51.7 percent in 1989. The increase was caused by the awarding of tenure to 39 more women in 1990 than in 1987, a 19.1 percent increase. Two-hundred and forty-three women were tenured at the Community Colleges in 1990.

Larger additions of women faculty were made to those positions which were on-track for tenure consideration. The Community Colleges added 113 women to its tenure-track faculty during the three-year period. The increase of 65.7 percent lifted to 285 the number of women holding on-track for tenure positions. Although women held 54.7 percent of all on-track positions during 1990, large increases in the number of tenure-track men reduced women's proportion of those positions from 55.1 percent in 1987.

More black women were tenure-system teachers in the Community Colleges during 1990 than ever before. Twenty-six black women were 2.7 percent of all tenure-system faculty, a 36.9 percent increase from the 19 black women in the 1987 tenure system.

However, the three-year increase was confined to black women

TABLE G

COMMUNITY COLLEGES

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	1	1	77	79	110	189
% of total	0.5	0.5	40.7	41.8	58.2	
1977	1	2	104	107	129	236
% of total	0.4	0.8	44.1	45.3	54.7	
1979	0	2	119	121	147	268
% of total	0.0	0.7	44.4	45.1	54.9	
1981	0	5	139	144	157	301
% of total	0.0	1.7	46.2	47.8	52.2	
1983	0	5	156	161	174	335
% of total	0.0	1.5	46.6	48.1	51.9	
1985	0	8	172	180	184	364
% of total	0.0	2.2	47.2	49.4	50.5	
1987	0	11	193	204	201	405
% of total	0.0	2.7	47.7	50.4	49.6	
1989	1	9	218	228	213	441
% of total	0.2	2.0	49.4	51.7	48.3	
1990	1	9	233	243	214	457
% of total	0.2	2.0	51.0	53.2	46.8	
Non-Tenured, but on Tenure Track						
1975	2	5	128	135	123	258
% of total	0.8	1.9	49.6	52.3	47.7	
1977	0	12	149	161	149	310
% of total	0.0	3.9	48.1	51.9	48.1	
1979	1	13	152	166	132	298
% of total	0.3	4.4	51.0	55.7	44.3	
1981	0	17	170	187	114	301
% of total	0.0	5.6	56.5	62.1	37.9	
1983	1	15	165	181	121	302
% of total	0.3	5.0	54.6	59.9	40.1	
1985	2	9	173	184	134	318
% of total	0.6	2.8	54.4	57.9	42.1	
1987	2	8	162	172	142	314
% of total	0.6	2.5	51.6	54.8	45.2	
1989	2	10	230	242	197	439
% of total	0.5	2.3	52.4	55.1	44.9	
1990	3	17	265	285	236	521
% of total	0.6	3.3	50.9	54.7	45.3	
Other						
1990	0	0	0	0	0	0
% of total	0.0	0.0	0.0	0.0	0.0	
New Hires	2	8	86	96	67	163
% of total	1.2	4.9	52.8	58.9	41.1	

on-track for tenure consideration, where the Community Colleges added nine black women during the three-year period. The 17 black women eligible for tenure consideration were 3.3 percent of the tenure-track faculty.

In contrast, two fewer black women had tenure in 1990 than in 1987: nine compared with 11.

In addition, the Community Colleges employed one Asian/Pacific Island woman in a tenured position, two Asian/Pacific Island women among their on-track faculties, and one Hispanic woman among its on-track faculty during 1990.

The Community Colleges added 96 women teachers at all faculty levels during the new-hire reporting period which ran from July through September, 1990. Women were 58.9 percent of the faculty hired during the period.

Eight black women made up 4.9 percent of the Community Colleges' 1990 new-hire faculty. Two women from other minority groups were also among those newly-hired in 1990. During the comparable period in 1989, the Community Colleges did not have any minority women among their new-hire faculty.

During the 16-year period beginning in 1975, the Community Colleges added more women and a higher percentage of women to their tenure-system faculties than did any other state university. Three-hundred and fourteen more women taught in its tenure system in 1990 than in 1975, an increase of 146.7 percent.

Tenure was held by 164 more women in 1990 than in 1975, a 207.6 percent increase. Among positions on-track for tenure consideration, 150 more women were employed in 1990 than in 1975, an increase of 111.1 percent.

Eight more black women were tenured in 1990 than in 1975, an 800.0 percent increase. Twelve more black women were added to the on-track faculty during the 15-year period, a 240.0 percent rise.

UNIVERSITY OF LOUISVILLE: Despite Solid Increase, Female Faculty Employment Third-Lowest in Kentucky During 1990

The University of Louisville employed 41 more women in its tenure-system faculty in 1990 than in 1987. The increase of 23.8 percent, the fourth-highest in the state, raised the proportion of tenure-system positions held by women to 23.0 percent in 1990. That was up from 19.7 percent in 1987 and 22.1 percent in 1989. It was UL's fourth consecutive increase since 1983.

The increase was concentrated in the appointment of women to positions on-track for tenure consideration and not in the addition of women to the tenured faculty.

UL added 12 women to its tenured faculty between 1987 and 1990. The 12.5 percent increase raised the number of tenured women to 108. Although that was the second largest increase in the state during the period, only 16.1 percent of UL's tenured faculty was female in 1990, up from 15.1 percent in 1987. The increase was not enough to lift UL from employing a lower percentage of tenured women than any university in Kentucky.

In contrast, the addition of 29 women to positions on-track for tenure between 1987 and 1990 was an increase of 38.2 percent. The 105 on-track women at UL in 1990 were 41.0 percent of all on-track faculty. UL had the fourth highest percentage increase in on-track women during the three-year period. Compared to its last-place rank

TABLE H

UNIVERSITY OF LOUISVILLE

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	0	1	58	59	268	327
% of total	0.0	0.3	17.7	18.0	82.0	
1977	1	3	76	80	404	484
% of total	0.2	0.6	15.7	16.5	83.5	
1979	2	3	72	77	408	485
% of total	0.4	0.6	14.8	15 9	84.1	
1981	4	4	62	70	434	504
% of total	0.8	0.8	12.3	13.9	86.1	
1983	2	5	67	74	496	570
% of total	0.4	0.9	11.8	13.0	87.0	
1985	2	5	77	84	520	604
% of total	0.3	0.8	12.7	13.9	86.1	
1987	3	5	88	96	535	631
% of total	0.5	0.8	13.9	15.2	84.8	
1989	3	5	93	101	566	667
% of total	0.4	0.7	13.9	15.1	84.9	
1990	3	4	101	108	563	671
% of total	0.4	0.6	15.0	16.1	83.9	
Non-Tenured, but on Tenure Track						
1975	3	8	69	80	313	393
% of total	0.8	2.0	17.6	20.4	79.6	
1977	3	2	57	62	246	308
% of total	1.0	0.6	18.5	20.1	79.9	
1979	4	3	78	85	251	336
% of total	1.2	0.9	23.2	25.3	74.7	
1981	2	4	67	73	239	312
% of total	0.6	1.3	21.5	23.4	76.6	
1983	1	3	61	65	187	252
% of total	0.4	1.2	24.2	25.8	74.2	
1985	2	3	77	82	172	254
% of total	0.8	1.2	30.3	32.3	67.7	
1987	6	2	68	76	165	241
% of total	2.5	0.8	28.2	31.5	68.5	
1989	9	2	91	102	151	253
% of total	3.6	0.8	36.0	40.3	59.7	
1990	9	6	90	105	151	256
% of total	3.5	2.3	35.2	41.0	59.0	
Other						
1990	9	3	59	71	116	187
% of total	4.8	1.6	31.5	38.0	62.0	
New Hires	3	4	27	34	44	78
% of total	3.8	5.1	34.6	43.6	56.4	

in the employment of tenured women, UL ranked fifth in the state in the percentage employment of on-track women.

UL was also below the nine-school average in the percentage of women among the total faculty it hired during the new-hire reporting period of July 1 through September 30, 1990. Thirty-four women made up 43.6 percent of the new-hire faculty at UL, compared to the nine-school average increase of 46.0 percent.

UL employed three more black females on its tenure-track faculty in 1990 than in 1987--ten compared with seven. The number of black females with tenure dropped by one, to four in 1990, but four more black women were non-tenured but on-track for tenure consideration than in 1987: six compared with two. Black women were 0.6 percent of UL's tenured faculty and 2.3 percent of its on-track faculty in 1990.

Twelve women from other minority groups were tenure-system faculty in 1990. Three women from racial minorities other than black held tenure. Nine other non-black minority women were on-track for tenure consideration. In 1987, UL employed nine women from other minority races in tenure-system positions.

During the 16-year period beginning in 1975, the proportion of tenure-system positions held by women has risen only from 19.3 to 23.0 percent. The addition of 74 women to tenure-system positions during the period was an increase of 53.2 percent.

Although UL employed 49 more women with tenure in 1990 than in 1975--an 83.0 percent increase--women's share of tenured positions fell. Women were 18.0 percent of the tenured faculty in 1975, but just 16.1 percent in 1990. In contrast, the percentage of on-track women rose sharply--from 20.4 to 41.0 percent during the 16-year period. Twenty-five more women held on-track positions in 1990 than

in 1975, a gain of 31.2 percent.

The 10 black women in UL's tenure system in 1990 were only one more than in 1975. However, the 12 tenure-system women from other minority races in 1990 were four times more than the three UL employed in 1975.

EASTERN KENTUCKY UNIVERSITY: Black Women Lose Significant Number of Tenure-System Faculty Positions

Eastern Kentucky University employed two fewer women in its tenure system during 1990 than in 1987. The loss of 0.9 percent left 208 women holding 37.8 percent of EKU's tenure-system positions.

The loss fell heavily on black women: only one black female held a tenure-system position in 1990, down from five in 1987.

Despite the losses, EKU's tenure-system female employment level of 37.8 percent was the second-highest of Kentucky's universities. Only the Community Colleges employed a higher percentage.

More women were employed with tenure but fewer women held positions which were on-track for tenure in 1990 than in 1987.

The Richmond-based university employed seven more women with tenure in 1990 than in 1987, an increase of 4.8 percent. The 152 women with tenure in 1990 were 35.5 percent of all tenured faculty, the second highest of any university in the higher education system.

EKU employed 56 women among its faculty which was non-tenured but on-track for tenure consideration in 1990. Although that was four fewer than in 1987 and a decline of 6.7 percent, with 45.9 percent of its on-track positions held by women, EKU had a higher percentage of women on-track for tenure than did any school except the Community Colleges.

TABLE I

EASTERN KENTUCKY UNIVERSITY

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	1	2	67	70	245	315
% of total	0.3	0.6	21.3	22.2	77.8	
1977	1	2	71	74	270	344
% of total	0.3	0.6	20.6	21.5	78.5	
1979	1	2	113	116	281	397
% of total	0.3	0.5	28.5	29.2	70.8	
1981	0	3	127	130	296	426
% of total	0.0	0.7	29.8	30.5	69.5	
1983	1	4	136	141	296	437
% of total	0.2	0.9	31.1	32.3	67.7	
1985	2	4	137	143	296	439
% of total	0.5	0.9	31.2	32.6	67.4	
1987	3	4	138	145	291	436
% of total	0.7	0.9	31.7	33.3	66.7	
1989	3	1	142	146	279	425
% of total	0.7	0.2	33.4	34.4	65.6	
1990	3	1	148	152	276	428
% of total	0.7	0.2	34.6	35.5	64.5	
Non-Tenured, but on Tenure Track						
1975	0	3	89	92	112	204
% of total	0.0	1.5	43.6	45.1	54.9	
1977	1	1	69	71	105	176
% of total	0.6	0.6	39.2	40.3	59.7	
1979	1	0	65	66	114	180
% of total	0.6	0.0	36.1	36.7	63.3	
1981	2	1	73	76	94	170
% of total	1.2	0.6	42.9	44.7	55.3	
1983	2	1	68	71	80	151
% of total	1.3	0.7	45.0	47.0	53.0	
1985	1	1	82	84	78	162
% of total	0.6	0.6	50.6	51.9	48.1	
1987	0	1	64	65	68	133
% of total	0.0	7.7	48.1	48.9	51.1	
1989	0	1	59	60	59	119
% of total	0.0	0.8	49.6	50.4	49.6	
1990	0	0	56	56	66	122
% of total	0.0	0.0	45.9	45.9	54.1	
Other						
1990	1	3	51	55	36	91
% of total	1.1	3.3	56.0	60.4	39.6	
New Hires	1	0	25	26	29	55
% of total	1.8	0.0	45.5	47.3	52.7	

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Only one black woman held tenure at EKU in 1990 compared with four in 1987. She was just 0.2 percent of EKU's tenured teachers. No black women were employed among EKU's faculty which was on-track for tenure consideration in 1990.

Three women from other-minority races held tenure in 1990, the same number as in 1987. No other minority woman was on-track for tenure consideration in 1990, also unchanged from 1987.

Twenty-six women were added to EKU's faculty at all levels during the three-month new-hire reporting period. They were 47.3 percent of all new-hired faculty. EKU added no black women and only one woman from another minority group to its faculty during the 1990 new-hire reporting period.

Between 1975 and 1990, EKU added 46 women to its tenure system. The gain of 28.4 percent lifted the proportion of tenure-system women to 37.8 from 31.2 percent of all tenure-system faculty.

The increase occurred only in the addition of tenured women. Eighty-two more women were tenured in 1990 than in 1975, an increase of 117.1 percent. As a result, women rose from holding 22.2 percent of EKU's tenured positions in 1975 to holding 35.5 percent in 1990, which was the second-highest of any university.

Thirty-six fewer women were non-tenured but on-track for tenure consideration in 1990 than 16 years earlier, a decline of 39.1 percent.

Four fewer black women taught in EKU's tenure system in 1990 than in 1975: one compared to five. The three women from other minority groups teaching in the tenure-system in 1990 were two more than in 1975.

MOREHEAD STATE UNIVERSITY: Percentage of Tenure-System Women Rises For Fourth Time Since 1983, But Falls Short of 1977 Level

Morehead State University added 13 women to its tenure-system faculty between 1987 and 1990, an increase of 18.6 percent. Eighty-three women held 29.0 percent of all tenure-system positions in 1990, up from 27.3 percent in 1987. It was the fifth consecutive increase in the employment of tenure-system women at Morehead.

Morehead employed six more women with tenure in 1990 than in 1987. The 12.2 percent increase left 55 women holding 26.7 percent of all tenured positions. In 1987, the 49 women with tenure were 25.0 percent of all tenured faculty. Morehead has employed a higher percentage of women with tenure each year since 1981.

Seven more women were on-track for tenure consideration in 1990 than in 1987. The 33.3 percent increase left 28 women in on-track positions. Despite the numerical increase, the percentage of women among the on-track faculty was unchanged at 35.0 percent during both 1987 and 1990.

Black females remained unrepresented on Morehead's tenure-system faculty during 1990. The university employed one black female in its 1987 tenure system. It was the eighth year since 1975 that Morehead has not employed an African-American woman in its tenure system.

No women from other minority groups were tenure-system employees in 1990; one was in 1987.

Morehead added five women to all levels of its faculty during the new-hire reporting period that ran between July 1 and September

TABLE J

MOREHEAD STATE UNIVERSITY

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	2	0	42	44	128	172
% of total	1.2	0.0	24.4	25.6	74.4	
1977	1	0	47	48	134	182
% of total	0.5	0.0	25.8	26.4	73.6	
1979	0	0	51	51	145	196
% of total	0.0	0.0	26.0	26.0	74.0	
1981	0	0	43	43	146	189
% of total	0.0	0.0	22.8	22.8	77.2	
1983	0	0	43	43	140	183
% of total	0.0	0.0	23.5	23.5	76.5	
1985	0	0	47	47	152	199
% of total	0.0	0.0	23.6	23.6	76.4	
1987	1	0	48	49	147	196
% of total	0.5	0.0	24.5	25.0	75.0	
1989	1	0	55	56	155	211
% of total	0.5	0.0	26.1	26.5	73.5	
1990	0	0	55	55	151	206
% of total	0.0	0.0	26.7	26.7	73.3	
Non-Tenured, but on Tenure Track						
1975	0	0	47	47	120	167
% of total	0.0	0.0	28.1	28.1	71.9	
1977	0	0	51	51	103	154
% of total	0.0	0.0	33.1	33.1	66.9	
1979	2	0	54	56	84	140
% of total	1.4	0.0	38.6	40.0	60.0	
1981	0	0	40	40	58	98
% of total	0.0	0.0	40.8	40.8	59.2	
1983	2	0	17	19	51	70
% of total	2.9	0.0	24.3	27.1	72.9	
1985	0	0	18	18	42	60
% of total	0.0	0.0	30.0	30.0	70.0	
1987	0	1	20	21	39	60
% of total	0.0	1.7	33.3	35.0	65.0	
1989	0	0	25	25	46	71
% of total	0.0	0.0	35.2	35.2	64.8	
1990	0	0	28	28	52	80
% of total	0.0	0.0	35.0	35.0	65.0	
Other						
1990	2	0	28	30	29	59
% of total	3.4	0.0	47.5	50.8	49.1	
New Hires	0	0	5	5	9	14
% of total	0.0	0.0	35.7	35.7	64.3	

30, 1990. They were 35.7 percent of all the new-hire faculty. None of the women were from minority groups.

Morehead was one of only three universities to employ fewer women in its tenure system in 1990 than in 1975. It lost eight women during the period, a decline of 8.8 percent. However, given a larger loss in the number of tenure-system men, the proportion of women teaching in Morehead's tenure system rose from 26.8 percent to 29.0 during the 16-year period.

Eleven more women were tenured in 1990 than in 1975, a gain of 25.0 percent, but 19 fewer women--a decline of 40.4 percent--were non-tenured but on-track for tenure consideration.

As in 1990, no black women taught in Morehead's tenure system in 1975. However, two women from other minority groups were tenured in 1975 compared to none in 1990.

MURRAY STATE UNIVERSITY: Women Only One of Five Tenure-System Faculty--Lowest in State

Sixty-seven women were 21.1 percent of all tenure-system faculty at Murray State University during 1990. Although that percentage was unchanged from 1987, increased employment of female faculty at other universities reduced Murray's employment of tenure-system women to the lowest in the state.

Murray lost three women from its tenure-system faculty between 1987 and 1990. The decline of 4.3 percent was confined to tenured female faculty.

Thirty-five women were 16.4 percent of Murray's tenured faculty in 1990, a loss of three from 1987, when 38 women were 17.0 percent

TABLE K

MURRAY STATE UNIVERSITY

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	0	0	40	40	142	182
% of total	0.0	0.0	22.0	22.0	78.0	
1977	0	0	31	31	135	166
% of total	0.0	0.0	18.7	18.7	81.3	
1979	0	0	33	33	146	179
% of total	0.0	0.0	18.4	18.4	81.6	
1981	0	0	31	31	175	206
% of total	0.0	0.0	15.0	15.0	85.0	
1983	0	0	32	32	185	217
% of total	0.0	0.0	14.7	14.7	85.3	
1985	0	0	33	33	191	224
% of total	0.0	0.0	14.7	14.7	85.3	
1987	0	0	38	38	185	223
% of total	0.0	0.0	17.0	17.0	83.0	
1989	0	0	37	37	177	214
% of total	0.0	0.0	17.3	17.3	82.7	
1990	0	0	35	35	179	214
% of total	0.0	0.0	16.4	16.4	83.6	
Non-Tenured, but on Tenure Track						
1975	0	0	44	44	113	157
% of total	0.0	0.0	28.0	28.0	72.0	
1977	0	7	73	80	159	239
% of total	0.0	2.9	30.5	33.5	66.5	
1979	0	7	68	75	151	226
% of total	0.0	3.1	30.1	33.2	66.8	
1981	0	2	55	57	117	174
% of total	0.0	1.1	31.6	32.8	67.2	
1983	0	1	65	66	103	169
% of total	0.0	0.6	38.5	39.1	60.9	
1985	0	0	35	35	73	108
% of total	0.0	0.0	32.4	32.4	67.6	
1987	0	4	28	32	74	106
% of total	0.0	3.8	26.4	30.2	69.8	
1989	0	2	23	25	69	94
% of total	0.0	2.1	24.5	26.6	73.4	
1990	1	3	28	32	70	102
% of total	1.0	2.9	27.4	31.4	68.6	
Other						
1990	1	0	34	35	12	47
% of total	2.1	0.0	72.3	74.5	25.5	
New Hires	1	0	15	16	17	33
% of total	3.6	0.0	53.6	57.1	60.7	

of all tenured faculty. Only the University of Louisville employed a lower percentage of women among its tenured faculty than did Murray during 1990.

Among its staff which was non-tenured but on-track for tenure consideration, Murray employed 32 women. They were 31.4 percent of the on-track staff. That was numerically unchanged from 1987, but a proportional increase from 30.2 percent.

Murray continued to employ no minority women among its tenured faculty during 1990. It has not reported employing a tenured minority woman in any of the biennial reporting periods since 1975.

However, three black women and one other minority woman were non-tenured but on-track for tenure consideration in 1990. That was one fewer black woman but one more woman from another minority than in 1987. Black women were 2.9 percent of all on-track women; the other minority woman was 1.0 percent of the on-track staff.

Future employment of women in the tenure system may improve given the 16 women Murray added to all levels of its faculty during the 1990 new-hire reporting period. The new-hire women were 48.5 percent of all new-hires, the state's second-highest percentage. No black women but one woman from another minority group were among those faculty additions.

During the 16-year period from 1975 through 1990, Murray employed 17 fewer women in its tenure system. The decline, at 20.2 percent, was the second largest loss in the state. Eighty-four women held 24.8 percent of all tenure-system positions in 1975, but only 21.2 percent in 1990.

Five fewer women were tenured in 1990 than in 1975, a decline of 12.5 percent. The 35 women who held 16.4 percent of Murray's

tenured positions in 1990 were down from 40 who were 22.0 percent of the 1975 tenured faculty.

Murray employed 17 fewer women on-track for tenure consideration in 1990 than in 1975. However, the proportion of women holding on-track jobs rose from 28.0 percent to 31.4 percent during the 16-year period.

Murray employed no minority women in its tenure system during 1975.

NORTHERN KENTUCKY UNIVERSITY: Percentage of Tenure-System Women Climbs to 16-Year High

The addition of 16 tenure-system women at Northern Kentucky University between 1987 and 1990 left women holding 33.2 percent of all tenure-system positions. That was up from 30.4 percent in 1987 and the highest it has been during the 16-year period beginning in 1975.

Ninety-two women taught in NKU's tenure system during 1990. About two-third's had tenure while one-third were non-tenured but on-track for tenure consideration.

Northern had six more women among its tenured faculty in 1990 than in 1987. The increase of 11.3 percent during the three-year period left 59 comprising 29.5 percent of all tenured faculty. In 1987, women were 27.5 percent of Northern's tenured teachers. Although the percentage of women with tenure at Northern has increased without interruption since 1981.

Ten more women were on-track for tenure during the period. The 43.5 percent improvement left 33 women on-track. They were

TABLE L

NORTHERN KENTUCKY UNIVERSITY

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	0	0	16	16	38	54
% of total	0.0	0.0	29.6	29.6	70.4	
1977	1	0	19	20	73	93
% of total	1.1	0.0	20.4	21.5	78.5	
1979	1	0	22	23	75	98
% of total	1.0	0.0	22.4	23.5	76.5	
1981	1	1	25	27	98	125
% of total	0.8	0.8	20.0	21.6	78.4	
1983	1	0	28	29	101	130
% of total	0.8	0.0	21.5	22.3	77.7	
1985	1	1	41	43	140	183
% of total	0.5	0.5	22.4	23.5	76.5	
1987	1	1	51	53	140	193
% of total	0.5	0.5	26.4	27.5	72.5	
1989	1	1	53	55	142	197
% of total	0.5	0.5	26.9	27.9	72.1	
1990	1	1	57	59	141	200
% of total	0.5	0.5	28.5	29.5	70.5	
Non-Tenured, but on Tenure Track						
1975	0	0	25	25	71	96
% of total	0.0	0.0	26.0	26.0	74.0	
1977	0	1	25	26	72	98
% of total	0.0	1.0	25.5	26.5	73.5	
1979	0	1	32	33	73	106
% of total	0.0	0.9	30.2	31.1	68.9	
1981	0	1	40	41	63	104
% of total	0.0	1.0	38.5	39.4	60.6	
1983	0	0	41	41	57	98
% of total	0.0	0.0	41.8	41.8	58.2	
1985	0	1	38	39	34	73
% of total	0.0	1.4	52.0	53.4	46.6	
1987	0	1	22	23	34	57
% of total	0.0	1.8	38.6	40.4	59.6	
1989	2	0	24	26	39	65
% of total	3.1	0.0	36.9	40.0	60.0	
1990	2	1	30	33	44	77
% of total	2.6	1.3	39.0	42.9	57.1	
Other						
1990	3	1	46	50	41	91
% of total	3.3	1.0	50.5	54.9	45.1	
New Hires	1	0	15	16	21	37
% of total	2.7	0.0	40.5	43.2	56.8	

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42.9 percent of all on-track faculty, up from 40.4 percent in 1987.

Northern employed two black women and three minority women of other races in its 1990 tenure system. One black woman and one other minority woman held tenure, unchanged from 1987. One black woman and two women from other minority groups were on-track for tenure consideration, a gain of one black woman from 1987.

During the three-month new-hire reporting period during the summer of 1990, Northern added 16 women to all levels of its teaching staff. They were 43.2 percent of all new-hire faculty. No black women and one woman from another minority group were added.

Between 1975 and 1990, NKU employed 51 more women to its tenure system. The gain of 124.4 percent, the state's second-largest, upped the proportion of tenure-system women from 27.3 to 33.2 percent.

Over 80 percent of that gain came in the addition of women to the tenured faculty. Forty-three more women were tenured in 1990 than in 1975. The increase of 268.7 percent was the state's largest. However, the addition of an almost identical proportion of tenured men meant that the proportion of women holding tenure was essentially unchanged: 29.6 percent in 1975 and 29.5 percent in 1990.

Eight more women were among NKU's on-track for tenure consideration faculty in 1990 than 16 years earlier, a rise of 32.0 percent. Women were 26.0 percent of the 1975 on-track faculty; in 1990, they were 42.9 percent.

Neither black women nor women from other minority groups were employed in NKU's 1975 tenure system. Five were in 1990.

WESTERN KENTUCKY UNIVERSITY: Largest Percentage Increase of Tenure-System Women In State During Three-Year Period

Western Kentucky University employed almost half as many more women in its tenure-system faculty in 1990 than in 1987. The 48 women teachers WKU added to its tenure system during the three-year period raised their total to 153. The 45.7 percent increase, the state's largest, raised the percentage of tenure-system women to 29.0 from 22.1 percent in 1987.

The gain, however, was not evenly distributed. Western made only a slight increase in the number of tenured women while greatly increasing the number who were non-tenured but on-track for tenure consideration.

Three more women had tenure in 1990 than in 1987, an increase of 3.7 percent. Eighty-five women were 22.9 percent of all tenured staff in 1990, up from 21.4 percent in 1987. Although Western has increased the percentage of tenured women without interruption for the last 10 years, the increase has been slight: from 19.5 percent in 1981 to 22.9 percent in 1990.

In contrast, the percentage of women on-track for tenure consideration jumped by 195.6 percent from 1987 to 1990. The addition of 45 during the period raised the total to 68 women on-track for tenure consideration. They were 43.6 percent of all tenure-track faculty, up from 25.0 percent in 1987.

Western continued to employ no black women among its tenured faculty during 1990. It has not reported employing a tenured black woman during the last 16 years.

However, the number of black women on-track for tenure consideration reached a 16-year high. Seven black women were

TABLE M

WESTERN KENTUCKY UNIVERSITY

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	1	0	47	48	246	373
% of total	0.3	0.0	16.0	16.3	83.7	
1977	1	0	53	54	226	280
% of total	0.4	0.0	18.9	19.3	80.7	
1979	1	0	68	69	248	317
% of total	0.3	0.0	21.5	21.8	78.2	
1981	1	0	73	74	305	379
% of total	0.3	0.0	19.3	19.5	80.5	
1983	1	0	80	81	310	391
% of total	0.3	0.0	20.5	20.7	79.3	
1985	1	0	83	84	313	397
% of total	0.2	0.0	20.9	21.2	78.8	
1987	1	0	81	82	301	383
% of total	0.3	0.0	21.1	21.4	78.6	
1989	1	0	81	82	291	373
% of total	0.3	0.0	21.7	22.0	78.0	
1990	2	0	83	85	286	371
% of total	0.5	0.0	22.4	22.9	77.1	
Non-Tenured, but on Tenure Track						
1975	0	1	103	104	140	244
% of total	0.0	0.4	42.2	42.6	57.4	
1977	3	2	94	99	178	277
% of total	1.1	0.7	33.9	35.7	64.3	
1979	2	2	49	53	122	175
% of total	1.1	1.1	28.0	30.3	69.7	
1981	0	2	41	43	104	147
% of total	0.0	1.4	27.9	29.3	70.7	
1983	0	4	30	34	90	124
% of total	0.0	3.2	24.2	27.4	72.6	
1985	0	2	19	21	76	97
% of total	0.0	2.1	19.6	21.6	78.4	
1987	0	2	21	23	69	92
% of total	0.0	2.2	22.8	25.0	75.0	
1989	0	3	39	42	81	123
% of total	0.0	2.4	31.7	34.1	65.9	
1990	0	7	61	68	88	156
% of total	0.0	4.5	39.1	43.6	56.4	
Other						
1990	0	1	14	15	8	23
% of total	0.0	4.3	60.9	65.2	34.8	
New Hires	0	1	9	10	21	31
% of total	0.0	3.2	29.0	32.3	67.7	

employed in this category, up from two in 1987. They were 4.5 percent of all on-track faculty.

Two women from other minority groups held tenure in 1990, up from one in 1987, but none were employed among the on-track faculty.

During the new-hire reporting period in the summer of 1990, Western added 10 women to all levels of its faculty. They were 32.3 percent of all new-hired faculty. One of them was a black female; none were from other minority groups.

In contrast to Western's large increase in the employment of tenure-system women between 1987 and 1990, the university made almost no net gain during the 16-year period beginning in 1975. Only one more woman was teaching in Western's tenure system in 1990 than in 1975, an increase of 0.7 percent. Women were 28.3 percent of the tenure-system faculty in 1975 and 29.0 percent in 1990.

Thirty-seven more women had tenure in 1990 than in 1975, a gain of 77.1 percent, but 36 fewer women--a loss of 34.6 percent--were among the faculty that was non-tenured but on-track for tenure consideration.

No black women were tenured in 1975 but one was on-track for tenure consideration. One woman from a minority group other than African-American was tenured in 1975, but none were on-track.

KENTUCKY STATE UNIVERSITY: Percentage of Women In Tenure-System Falls to 16-Year Low

The percentage of women teaching in Kentucky State University's tenure system dropped from 36.1 percent in 1987 to 25.0 percent in 1990. The 28.6 percent decline--by far the largest in the

state--resulted from the loss of 10 women teachers, and left 25 women among KSU's tenure-system faculty.

Sixteen women held tenure at Kentucky State during 1990, fewer than in any of the last 16 years. They were 27.1 percent of all tenured faculty, the second-lowest level since 1975. In 1987, 18 women were 34.6 percent of the university's tenured staff.

Fewer women and a lower percentage of women were non-tenured but on-track for tenure consideration during 1990 than during any of the prior 16 years. Nine women were 21.9 percent of the on-track faculty in 1990, down from 17 women who made up 37.8 percent of the 1987 on-track faculty.

Two black women were 3.4 percent of Kentucky State's tenured faculty in 1990. Six black women were 11.5 percent of the university's tenured faculty in 1987. Both the number and percentage of black women with tenure at KSU in 1990 were 16-year lows.

Three black women were included among the 1990 on-track staff, down from eight in 1987. They were 7.3 percent of the on-track staff, down from 17.8 percent three years earlier.

One woman from another minority group was tenured in 1990, but none were among the on-track staff.

Of the seven teachers Kentucky State reported adding during the three-month new-hire reporting period, three or 42.9 percent were women. One was a black woman; none were women from other minority groups.

Although the university has lost almost half of the entire tenure-system faculty it employed in 1975, the loss has fallen disproportionally on women. They were 37.0 percent of the

TABLE N

KENTUCKY STATE UNIVERSITY

Number and Percentage of Tenure-Track Faculty
by Sex and Race, 1975-1990

Tenured	Other Female	Black Female	White Female	Female	Male	Total
1975	1	15	1	17	32	49
% of total	2.0	30.6	2.0	34.7	65.3	
1977	1	16	2	19	32	51
% of total	2.0	31.4	3.9	37.3	62.7	
1979	1	14	2	17	25	42
% of total	2.4	33.3	4.8	40.5	59.5	
1981	1	13	5	19	32	51
% of total	2.0	25.5	9.8	37.3	62.7	
1983	1	11	6	18	33	51
% of total	2.0	21.6	11.8	35.3	64.7	
1985	1	8	11	20	33	53
% of total	1.9	15.1	20.8	37.7	62.3	
1987	1	6	11	18	34	52
% of total	1.9	11.5	21.2	34.6	65.4	
1989	1	3	10	14	39	53
% of total	1.9	5.7	18.9	26.4	73.6	
1990	1	2	13	16	43	59
% of total	0.7	3.4	22.0	27.1	72.9	
Non-Tenured, but on Tenure Track						
1975	1	18	18	37	60	97
% of total	1.0	18.6	18.6	38.1	61.9	
1977	2	5	20	27	68	95
% of total	2.1	5.3	21.1	28.4	71.6	
1981	1	3	11	15	37	52
% of total	1.9	5.8	21.2	28.8	71.2	
1983	0	2	9	11	29	40
% of total	0.0	5.0	22.5	27.5	72.5	
1985	0	3	10	13	30	43
% of total	0.0	7.0	23.3	30.2	70.9	
1987	1	8	8	17	28	45
% of total	2.2	17.8	17.8	37.8	62.2	
1989	0	4	8	12	40	52
% of total	0.0	7.7	15.4	23.1	76.9	
1990	0	3	6	9	32	41
% of total	0.0	7.3	14.6	21.9	78.0	
Other						
1990	0	3	10	13	7	20
% of total	0.0	16.7	55.6	72.2	38.9	
New Hires	0	1	2	3	4	7
% of total	0.0	14.3	28.6	42.9	57.1	

tenure-system faculty 16 years ago, the second-highest level in the state. In 1990, KSU's employment of tenure-system women--at 25.0 percent of the tenure-system staff--was the state's fourth-lowest. Both the numerical loss, at 29 women, and the proportional loss, at 53.7 percent, were the largest tenure-system loss of any university during the 16-year period.

Almost the total loss of tenure-system women came from the faculty that was non-tenured but on-track for tenure consideration.

Only one fewer woman held tenure in 1990 than in 1987. The loss of 5.9 percent left women holding 27.1 percent of all tenured positions in 1990, down from 34.7 percent in 1975.

Twenty-eight fewer women were on-track during the 16-year period, a loss of 75.7 percent. Women were 21.9 percent of the on-track staff in 1990, down from 38.1 percent in 1975.

CONCLUSIONS

Efforts to increase the number of tenure system female faculty at Kentucky's colleges and universities have borne fruit in the 1990 reporting period. Sixteen-year highs were reached in the number and percentage of women faculty in the tenure system, with tenure, and on-track for tenure consideration. It was the second consecutive year in which the three measures of female employment topped previous records.

However, the fact remains that women were not even one in three of the 1990 tenure-system faculty, and barely one in four of the tenured teaching staff. Among the faculty that was on-track for tenure consideration, women were only four of 10 teachers. At the new-hire level, although a record number and record percentage of women were among those added to all faculty levels, women were still not one in two of the new-hire faculty.

Kentucky's colleges and universities also employed more black and Asian/Pacific Island women in tenure-track positions during 1990 than in any previous year. The percentages of women in those categories, however, failed to reach new highs.

The employment statistics of Kentucky's colleges and universities indicate a commendable willingness to act on their responsibility to raise the percentage of tenure-system women to levels more comparable to the percentage of tenure-system men, while maintaining the academic standards which Kentucky needs to grow and prosper.

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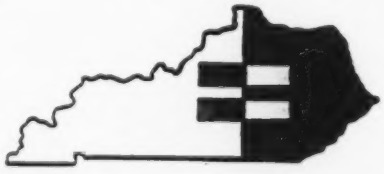
Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

This staff research report was prepared by Eric George, Research Assistant.



Kentucky Commission on Human Rights Offices:

Capital Plaza Tower
Suite 832
500 Mero Street
Frankfort, Kentucky 40601
Phone: 502-564-3550

332 West Broadway
The Heyburn Building
Seventh Floor
Louisville, Kentucky
40201-0069
Phones: 502-588-4024
800-292-5566

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